PERSTEMPO OVERVIEW

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PURPOSE

To provide an update and informational brief on PERSTEMPO and the new

FY04 National Defense Authorization Act.

AGENDA

- Background
- Policy Changes
- Keys to Success
- Information Resources
- Closing Considerations

BACKGROUND
1 of 3

Personnel Tempo – PERSTEMPO

- **A congressionally mandated program, directed by the Office of the Secretary of Defense (OSD).**

- Army's method to track and manage individual rates of deployment (time away from home).

- *Provides a monetary compensation to Soldiers deployed 401 (or more) days out of the previous 730. **National Security Waiver (8 Oct 01) remains in effect**

- DataStore (data query tool) active 1 AUG 03

- FY04 NDAA – Awaiting OSD Implementation

* Suspended 08 OCT 2001 Due to National Emergency

BACKGROUND

2 of 3

Deployment Definitions

Deployment

(High-Deployment Pay)

- Operations
- Exercise
- Unit Training
- Mission Support TDY
  - Hospitalization (away from duty station)

Non-Deployment

(does not count for pay)

- Discipline (confinement)
- Leave
- Hospitalization (at duty station or LOD-No)
- AWOL

Creditable

Non-creditable

BACKGROUND

3 of 3

Reserve Component

- Rules for PERSTEMPO data are the same as AC
- Data Entry Differs – RC integrates to orders writing process
  ARNG – uses AFCOS
  USAR - uses AORS and RLAS and on-line system
- ARNG organizes AHRI's by State/Territory; USAR uses unit AHRI for TPU and Special AHRI's for IRR; IMA's associated to agency AHRI
- Once Mobilized to Federal Active Duty, the Army Web Application is the basic means to record PERSTEMPO data for Reserve Component members

POLICY CHANGES

1 of 2

FY 04 - National Defense Authorization Act

- Improves compensation structure and flexibility

  o *Replaces the current $100 High Deployment Per Diem with a monthly High Deployment Allowance (HDA).

  o Benefit for RC members ordered to repeat call-ups for more than 30 days.

  o Compensation based on duration, frequency or both.

  o Sets limit for HDA at $1,000 per month

  o Directs source of funding to be Ops & Maintenance (OMA) funds

- Specifies new GO management threshold/approval levels

*Only days accrued after OSD lifts the NSW will count toward future PERSTEMPO High Deployment Allowance payments.

POLICY CHANGES

2 of 2

Threshold Comparison

FY01 NDAA
GO Management Threshold
182 days out of preceding 365
220 days out of 365
Pay Management Threshold
401 or more days out of the preceding 730 days ($100/day)

FY04 NDAA
GO Management Threshold
220 days out of preceding 365
400 day out of preceding 730
Pay Management Threshold
191 consecutive days ($-TBD)
401 day out of preceding 730 ($-TBD)
RC member repeat call-up ($-TBD)

KEYS TO SUCCESS

- Get an AKO and PERSTEMPO account to become a PERSTEMPO clerk or data viewer
- Get familiar with/use the PERSTEMPO resources: User's Manual, PERSTEMPO Procedures and Management Process, and the Web-based training
- **Enforce In and Out processing requirements**
- Incorporate into Command Inspection Programs
- Identify your management/approval chain of command
- Associate unit personnel to the unit's Permanent AHRI and build your events prior to execution/departure
- Understand "Head Off Pillow" - events that require data entry
- **The utilizing unit is responsible for verifying and inputting Soldiers PERSTEMPO data.**

INFORMATION RESOURCES

- **U.S. Army Human Resources Command:**
  https://www.perscomonline.army.mil
- **PERSTEMPO Website:**
  https://www.perscomonline.army.mil/perstempo/default.htm
- **PERSTEMPO Web Based Training:**
  https://www.perstempowbt.ahrs.army.mil
- ***PERSTEMPO DataStore:**
  https://datastore.ahrs.army.mil
- **PERSTEMPO DataStore Web Based Training:**
  https://128.190.239.124
- **Army Knowledge Online:**
  https://www.us.army.mil
- **PERSTEMPO Help Desk:**
  DSN 221 - 3829/3794/3843/3785
  Commercial (703) 325 - 3829/3794/3843/3785

CLOSING CONSIDERATIONS

- PERSTEMPO is the law - mandated by the Congress and implemented by the Office of the Secretary of Defense (OSD).

- Data Entry and High Deployment Per Diem (HDPD):
  - Units still required to continue collect and report deployment data
  - HDPD payment remains suspended until further notice
  - Pay resumption will be based on OSD implementation guidance and Soldier's number of days deployed (in the PERSTEMPO database)

- Available analysis of data indicates underreporting remains a problem following end of Blackout period (Jul 03).

- Use the Outprocessing Report when soldier moves units/PCS.

- Sustained efforts are required to keep units focused on reporting all PERSTEMPO deployments (credible days). Deployment tracking and attention to detail is essential at all command levels.

PERSTEMPO